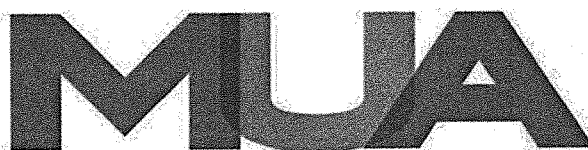


The
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UNDERGRADUATE UNIVERSITY EXAMINATIONS

SCHOOL OF MANAGEMENT AND LEADERSHIP

**BACHELOR OF ARTS IN DEVELOPMENT STUDIES / BACHELOR OF
MANAGEMENT AND LEADERSHIP**

UCU102 : ETHICS AND PROFESSIONAL CONDUCTS

DATE: 6TH APRIL 2017

DURATION: 2 HOURS

MAXIMUM MARKS: 70

INSTRUCTIONS:

1. Write your registration number on the answer booklet.
2. **DO NOT** write on this question paper.
3. This paper contains **SIX (6)** questions.
4. Question **ONE** is compulsory.
5. Answer any other **THREE** questions.
6. Question **ONE** carries **25 MARKS** and the rest carry **15 MARKS** each.
7. Write all your answers in the Examination answer booklet provided.

QUESTION ONE

Read the Case Study below carefully and, answer the questions that follow:

LEAVE IT IN THE HANDS OF GOD

Hoe has been the finance manager of one of the leading private schools in the country for the last ten years. He's responsible for the financial accounts and accuracy of financial statement. He has been colluding with the procurement officer to inflate prices and quantity of goods required but not actually bought, with time Mr. realized that Sue was running a number of retail shops in major residential areas in the city and bought more plots than him in high cost areas, so he feels aggrieved and plots to bring her down. Hoe cousin then was a senior master in a national public schools and soon there arose a position of the principal in the school and Hoe advised his cousin to apply, being an insider he knew the type of question the interview panel will ask and armed Mr. Philip Morris with this information and went further to ask him to demand a higher salary that double the that given to the previous principal and since she is in charge of finance and sitting in the panel she advised the panelist that the budget will accommodate this executive pay, thus as a results Mr. Philip Morris emerged successful.

Two months from assuming power as part of his change management process Mr. Philip Morris with Hoes advise moved Hoe to Head the procurement department and Sue moved to the Kitchen as an assistant cateress which she declined on ground that she was trained as procurement officer and not cateress, so she was transferred to be in charge of Housekeeping and cleanliness. The new principal knew each and every thing people had done in that organization within a very short time and he will occasionally summon heads of departments and other employees telling them he will not condone their previous performance quoting exact figures and incidences of events which took place long before his arrival.

Whenever Mr. Philip Morris wanted any money from the accounts department he will ask Sue to come and sign for him since she still continued to have strong influence in the department in spite of the fact that she works in a different department now. Rumours have it that when the new finance officer wanted to resist he was enticed with sexual favours by Sue which compromised him and how he present the financial statements and internal audited reports.

On the other hand Mr. Philip Morris with the aim of impressing the shareholders and to justify his high pay made links with examining officials to come and advise both the teacher and the students and assist with revision materials and within a year the school recorded abnormally good results, which everyone strongly question the its authenticity and integrity. Many employees who spoke openly on the ethical issues in the workplace were dismissed on grounds of incompetence and not safeguarding the trade secrets of the firm. Some who could not stand the new turn of events and got external opportunities left out of own volition. Board members are not privy to what is going on but their concern is good results bring profitability and excellent business performance it doesn't matter the means. Some argued that the more problems the school has the more the board meeting are which come with hefty sitting allowance, why will we want to deny our self such great opportunities so long as the shareholders are not aware of our deals.

The employees left behind are dissatisfied with their jobs but can't leave because of lack of opportunities out there and have adopted a policy of Silence is Golden, at the end of the day I have children to feed and school, rent to pay and a high dependence rate, no one seems bold enough to stand for the right thing and their consolation is that God will dispense justice on the culprit, "Everybody for himself and God for all of us.

Required:

- a) Using illustration from the case, explain why the ethical issues and problems facing the school. (10 marks)

- b. Suggest possible ethical solutions to the problems of this school: (10 marks)
- c. Explain adverse effects of unethical behaviours to many organisations (5 Marks)

QUESTION TWO

- a) You were recently appointed as a Chief Executive Officer of a parastatal battling with ethical issues. As the head of the organisations describe your role in ensuring the organisations ethical and moral standing is improved or even restored (8 Marks)
- b) Discuss using illustrate the adverse effects of corruption in society today from ethical perspective (7 marks)

QUESTION THREE

- a) Moral philosophy is a set of principles and rules that people use to decide what is right and wrong. Discuss the following theories of ethics:
 - i. Deontological Ethics (4 marks)
 - ii. Teleological Ethics (4 marks)
- b) Describe how you will resolve ethical dilemmas associated with discrimination in your organisation today (7 Marks)

QUESTION FOUR

- a) With use of appropriate examples, discuss from an ethical perspective, reasons why 3rd world countries should discourage the operation of Multinational companies (MNCs). (8 marks)
- b) i. Define trade secrets (2 marks)
- ii. Discuss measures that can be taken to ensure that trade secrets of the company are safeguarded (5marks)

QUESTION FIVE

- a) Describe three unethical practices in advertising and promotion of products and services (3 marks)
- b) Lawrence Kohlberg's view on moral development is that the more mature the person becomes, the more likely it is that he will obey the moral values of the society, discuss his views on moral development. (12 marks)

QUESTION SIX

- a) Explain how modern technology has undermined employee privacy in the work place today (5 marks)
- b) Environmental pollution presents the greatest threat to human life on the planet. Discuss five types of pollutions giving specific examples of their effect on human health and environment (10 marks)

